

QUEST ACADEMY PERFORMANCE BASED COMPENSATION PLAN

This is due July 1, 2008. If the plan is submitted earlier, the State Board will review your school's plan and let you know if they would like any corrections made to your plan.

1. Who is eligible for the performance-based compensation?

Quest Academy will use these funds for full and part time certificated (or licensed) teachers, including those who are approved for the alternative route to licensure.

2. What are the criteria for awarding performance-based compensation?

Quest Academy will award performance-based compensation based on reading and literacy. We will use the Utah Professional Teacher Standards and Continuum of Teacher Development with the following standards being our focus for evaluation, emphasizing literacy instruction, and points awarded based on individual teacher performance.

2c: Design and Articulate Instruction Aligned with the Utah State Core Curriculum Standards

2d: Select Instructional Goals Based on Student Achievement Data and Knowledge of Students

3e: Differentiate Instruction to Meet Individual Student Learning Needs

4b: Use Multiple Sources of Formal and Informal Assessment to Verify Student Learning

4d: Use Student Achievement Data to Inform Instruction

4e: Communicate Feedback on Progress to Students and Parent/Guardians

In addition points will be awarded for three areas of student testing: block tests (1st-6th), curriculum based reading assessment (1st-6th), DIBELS testing (K-6), and ongoing kindergarten assessments (K).

Forty-five percent (30%) of the total score will be based on individual teacher's testing results; thirty percent (30%) will be based on meeting teacher performance standards at an acceptable level; ten percent (10%) will be based on meeting a grade level team goal; twenty-five percent (25%) will be awarded based on meeting the school-wide goal.

4. What is the amount of performance based compensation that may be awarded?

Quest Academy will receive \$36.33 per student based on the state's projection. The total amount awarded to the school will be divided by the total amount of points earned by all participating teachers, resulting in a dollar amount per point.

5. Will the performance-based compensation be based on individual, team, or school-based performance? Perhaps a combination?

As stated above 75% of the performance based compensation will be individual (selected teacher standards and student assessment) and 25% based on a school performance goal.

6. Will the plan include measures of student academic progress or growth? (Optional)

Yes, at least two forms from the assessments listed in question three (15 selected tests for grades 1st- 6) will be used with points being awarded to the teacher when 85% of their assigned students demonstrating proficiency (80% or above) on the assessments selected.

7. Will the plan include specific measures of instructional quality? (Optional)

Yes, as outlined above selected standards from the Utah Professional Teacher Standards and Continuum of Teacher Development, have been selected.

8. Will the plan measure parent and student satisfaction? (Optional)

Quest Academy will do parent, staff, and student survey annually. This information will be used by the principal and Board in setting school improvement goals, but this information will not be used in awarding performance-based compensation.

9. Will the plan measure school progress? (Optional)

Because the school year 2008-09 will be our first year as a school, it will become our baseline for data.

10. What other measures will be used that demonstrate improved academic and instructional performance? (Optional)

Other measures that will be used will be the IOWA grade reading assessment and the state End of Level tests.

Other Notes:

- ❖ This program is good for the 2008-2009 school year only
- ❖ Monies may only be used in accordance with an education entity's performance-based compensation plan. If an education entity uses performance-based compensation monies for purposes other than those stated in its performance-based compensation plan, the education entity shall reimburse the monies that were improperly used.
- ❖ There will be a required report to USOE about
 - i. The number of employees in the school who received performance-based compensation;
 - ii. The total number of employees in the school;
 - iii. The average of the performance-based compensation awarded to all employees; and
 - iv. The maximum amount of performance-based compensation awarded to an employee in the school.

For School Use Only, after the performance based compensation has been given:

	Name of Employee (Include all employees in the school)	Amount Awarded
1		\$
2		\$
3		\$
4		\$
5		\$
6		\$
7		\$
8		\$
9		\$
10		\$
11		\$
12		\$
13		\$
14		\$
15		\$
16		\$
17		\$
18		\$
19		\$
20		\$
21		\$
22		\$
23		\$
24		\$
25		\$